

NORTHEASTERN LOCAL SCHOOL DISTRICT
AIDES SALARY SCHEDULE
2015-2016

Exhibit E6A

10-06-15
13-MED-12-1598
0302-02
K32549

EXPERIENCE	BASE SCHEDULE INDEX %	MH AIDE	CLASS I	CLASS II	CLASS III
0	100	\$13.35	\$12.60	\$13.48	\$14.36
1	103	13.75	12.97	13.89	14.79
2	106	14.16	13.35	14.29	15.22
3	109	14.56	13.73	14.70	15.66
4	112	14.95	14.11	15.11	16.07
5	115	15.35	14.48	15.50	16.51
6	118	15.76	14.86	15.91	16.94
7	121	16.16	15.24	16.32	17.38
8	124	16.56	15.62	16.72	17.81
9	127	16.95	15.99	17.13	18.24
10	130	17.36	16.38	17.53	18.67
11	136.50	18.23	17.20	18.41	19.60
12	141.50	18.89	17.83	19.08	20.32
20	146.50	19.56	18.45	19.76	21.04
25	151.50	20.23	19.08	20.43	21.76
				<u>SUBSTITUTE</u>	8.33
CLASS I	Teacher Aide - Base Schedule Library Aide -Base Schedule Bus Aide - Base Schedule Latchkey Aide-Base Schedule Student Aide-Base Schedule		CONTRACT CLASS:		TEAIDE LIAIDE BUSAIID LATAID STUAID
CLASS II	Aide with AA and/or BS Degree - 107% of Base Schedule Latchkey Coordinator				AIDEII COORD
CLASS III	IMC Coordinator - 114% of Base Schedule				IMCCOR

ADDITIONAL BENEFITS

A *full time #staff member receives, in addition to the above base, the following:

1. A single or family vision policy.
2. A term life policy with accidental death and dismemberment.

BENEFIT OPTIONS

A *full time #staff member may elect to receive in addition to the above, the following benefits:

1. Effective, 7/1/05, 90% the cost of a single core policy for all new employees. 85% the cost of a family core policy. High Option single and/or family policies will also be offered at an additional cost to the employee. All health insurance policies include prescription drug coverage.
2. A single dental policy or 70% toward the cost of a family policy.

A part time #staff member working 5 hours or more per day (minimum of 25 hours per week) may participate in health, dental and vision coverage at 50% of the amount paid by the Board for full time employees for single or family coverage, through payroll deductions.

A part time #staff member working less than 5 hours per day (less than 25 hours per week) may participate in health, dental and vision coverage by paying 100% of total cost to the Board for single or family coverage, through payroll deductions.

*Full time equals 6 hours per day and/or 30 hours per week as per work calendar policy.

#Staff member is a contracted employee, employed as per adopted school calendar on a 26 pay schedule.

CALENDAR

(as per adopted school calendar)

LATCHKEY AIDE

- 178 days - school is in session (August 17, 2015 – May 20, 2016)
- 8 days - paid holidays (Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Years Day, Martin Luther King Day, Presidents' Day, Memorial Day)

186 days

9 MONTH BUS AIDE

- 179 days - 178 days school is in session - 1 day in-service**
- 1 day or 2 half-days - district workshop days (2 1/2 hours each)
- 8 days - paid holidays (Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Years Day, Martin Luther King Day, Presidents' Day, Memorial Day)

188 days

9 MONTH TEACHER/COMPUTER/M.H./STUDENT AIDE

- 178 days - 178 days school is in session
- 2 days - before the opening of school (August 13 & 14, 2015)
- 1 day - end of the school year (May 23, 2016)
- 8 days - paid holidays (Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Years Day, Martin Luther King Day, Presidents' Day, Memorial Day)

189 days

9 MONTH LIBRARY AIDE, IMC COORDINATOR

- 178 days - 178 days school is in session
- 2 days - before the opening of school (August 13 & 14, 2015)
- 2 days - end of the school year (May 23, & May 24, 2016)
- 8 days - paid holidays (Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Years Day, Martin Luther King Day, Presidents' Day, Memorial Day)

190 days

SCHEDULE: Work to be scheduled by the Building Principal or Director of Operations.

LUNCH PERIOD: The time for lunch is included in the regular day and will be scheduled in cooperation with the Building Principal or Director of Operations.

HOLIDAYS: All holidays are subject to additions or deletions to comply with state statutes.
**In-service day to be set by Director of Operations.

NORTHEASTERN LOCAL BOARD OF EDUCATION
CUSTODIAL SALARY SCHEDULE
2015-2016

EXPERIENCE	BASE SCHEDULE INDEX%	CLASS I	CLASS II	CLASS III	CLASS IV
0	100	\$10.79	\$14.78	\$16.26	\$17.74
1	103	11.12	15.22	16.75	18.27
2	106	11.43	15.67	17.24	18.80
3	109	11.76	16.11	17.72	19.34
4	112	12.09	16.56	18.21	19.87
5	115	12.41	16.99	18.70	20.40
6	118	12.73	17.44	19.19	20.93
7	121	13.06	17.88	19.68	21.46
8	124	13.38	18.33	20.16	21.99
9	127	13.71	18.77	20.64	22.53
10	130	14.02	19.22	21.13	23.06
11	136.50	14.73	20.18	22.20	24.22
12	141.50	15.27	20.91	23.01	25.10
20	146.50	15.81	21.66	23.82	25.99
25	151.50	16.35	22.39	24.63	26.88
PART-TIME STUDENT					8.33
SUBSTITUTE AND/OR SUMMER EXTRA					10.73
CLASS I	District Courier - 73% of Base Schedule	CONTRACT CLASS:			DSTCUR
CLASS II	Custodian - Base Schedule				CUST
CLASS III	Head Custodian - Elementary/Middle/High School - 110% of Base Schedule				HDCUST
CLASS IV	District Maintenance Employee - 120% of Base Schedule				DSTMAE

ADDITIONAL BENEFITS

A *full time #staff member receives in addition to the above base, the following:

1. A single or family vision policy.
2. A term life policy with accidental death and dismemberment.

BENEFIT OPTIONS

A *full time #staff member receives in addition to the above, the following benefits:

1. Effective, 7/1/05, 90% the cost of a single policy for all new employees. 85% the cost of a family core policy. High Option single and/or family policies will also be offered at an additional cost to the employee. All health insurance policies include prescription drug coverage.
2. A single dental policy or 70% toward the cost of a family policy.

A part time #staff member working 5 hours or more per day (minimum of 25 hours per week) may participate in health, dental and vision coverage at 50% of the amount paid by the Board for full time employees for single or family coverage, through payroll deductions.

A part time #staff member working less than 5 hours per day (less than 25 hours per week) may participate in health, dental and vision coverage by paying 100% of total cost to the Board for single or family coverage, through payroll deductions.

*Full time equals 8 hours per day and/or 40 hours per week as per work calendar policy.

#Staff member is a contracted employee, employed as per adopted school calendar on a 26 pay schedule.

DISTRICT COURIER CALENDAR

(as per adopted school calendar)

DISTRICT COURIER - 9 MONTH

- 180 days - 178 days school is in session - 2 conference days
- 5 days - before the opening of school (August 10, 2015)
- 5 days - end of school year (May 27, 2016)
- 8 days - paid holidays - Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Years Day, Martin Luther King Day, Presidents' Day, Memorial Day)

198 days

SCHEDULE: The daily schedule will be determined by Director of Operations in relation to separate and special needs of the particular route involved. Such schedule will be subject to revision as necessary. The basic contractual day for the District Courier will be 4 hours.

CUSTODIAL WORK SCHEDULE

The regular work week will consist of 40 hours. The normal working day will consist of 8 hours with a thirty (30) minute, uninterrupted, duty free lunch included in the eight hour work day. Each custodian's operational schedule will be cooperatively planned with the Director of Operations and the Building Principal for each seasonal work period, i.e., the time to come on duty in the fall may differ from that required during the heating season. All emergency overtime will be approved by either by the Principal, Superintendent or Director of Operations.

VACATION**: The annual work year includes a paid vacation for all full time employees as follows:
 (a) employed from six (6) months to one (1) year shall have one (1) week of paid vacation
 (b) employed from one (1) year to eight (8) years shall have two (2) weeks of paid vacation
 (c) employed from nine (9) years to sixteen (16) years shall have three (3) weeks of paid vacation
 (d) employed from seventeen (17) years or more shall have four (4) weeks of paid vacation
 **Vacation time to be approved in advance by Director of Operations and/or Superintendent.

HOLIDAYS

Custodians will not report for duty the following days except when assigned by the Principal or Director of Operations when weather conditions require checking of heating equipment: July 4 (Friday, July 3), Labor Day (Monday, September 7), Thanksgiving (Thursday & Friday, November 26 & 27), Christmas (Thursday and Friday, December 24 & 25), New Years Day (Friday, January 1), Martin Luther King Day (Monday, January 18), Presidents' Day (Monday, February 15), Good Friday (Friday, March 25), and Memorial Day (Monday, May 30).

NORTHEASTERN LOCAL SCHOOL DISTRICT
SECRETARY SALARY SCHEDULE
2015-2016

EXPERIENCE	BASE SCHEDULE		CLASS	
	INDEX%	HOURLY RATE	I	II, III & IV
0	100	\$12.72	\$15.26	\$15.90
1	103	13.10	15.72	16.38
2	106	13.48	16.18	16.86
3	109	13.86	16.64	17.33
4	112	14.25	17.10	17.81
5	115	14.63	17.54	18.29
6	118	15.00	18.00	18.77
7	121	15.39	18.46	19.24
8	124	15.77	18.92	19.72
9	127	16.16	19.38	20.20
10	130	16.53	19.84	20.68
11	136.50	17.36	20.83	21.71
12	141.50	18.00	21.59	22.50
20	146.50	18.64	22.36	23.30
25	151.50	19.27	23.11	24.09

		BASE SCHEDULE	CLASS	CLASS
		INDEX%	I	II, III & IV
CLASS	I	Guidance Secretaries - 120% of Base	\$15.26	\$15.90
CLASS	II	Secretaries with EMIS Responsibilities/Elementary Head School - 125% of Base	16.18	16.86
CLASS	III	Head School Secretaries - Middle - 125% of Base	17.10	17.81
CLASS	IV	Head School Secretaries- High School - 125% of Base	18.00	18.77

SUBSTITUTE 8.33

CONTRACT CLASS: GUISEC
EMISEC
EMHSEC
HSHSEC

ADDITIONAL BENEFITS

A *full time #staff member receives in addition to the above base, the following:

1. A single or family vision policy.
2. A term life policy with accidental death and dismemberment.

BENEFIT OPTIONS

A *full time #staff member may elect to receive in addition to the above, the following benefits:

1. Effective, 7/1/05, 90% the cost of a single core policy for all new employees. 85% the cost of a family core policy. High Option single and/or family policies will also be offered at an additional cost to the employee. All health insurance policies include prescription drug coverage.
2. A single dental policy or 70% the cost of a family policy.

A part time #staff member working 5 hours or more per day (minimum of 25 hours per week) may participate in health, dental and vision coverage at 50% of the amount paid by the Board for full time employees for single or family coverage, through payroll deductions.

A part time #staff member working less than 5 hours per day (less than 25 hours per week) may participate in health, dental and vision coverage by paying 100% of total cost to the Board for single or family coverage, through payroll deductions.

*Full time equals 8 hours per day - as per work-calendar policy or equivalent to at least 1,504 hours per contract year. An 8 hour day shall include a 1/2 hour lunch period.

#Staff member is a contracted employee, employed as per adopted school calendar on a 26 pay schedule.

CALENDAR

(as per adopted school calendar)

SCHOOL SECRETARY - 9 MONTHS *Guidance*

- 179 days - 178 days school is in session - 1 day in-service**
- 3 days - before the opening of school (August 12, 2015)
- 2 days - end of school year (May 24, 2016)
- 8 days - paid holidays (Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Years Day, Martin Luther King Day, Presidents' Day, Memorial Day)

192 days

SCHOOL SECRETARY - 9 1/2 MONTHS

- 179 days - 178 days school is in session - 1 day in-service**
- 12 days - before the opening of school (June 30, 2015)
- 1 days - end of school year (May 23, 2016)
- 8 days - paid holidays (Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Years Day, Martin Luther King Day, Presidents' Day, Memorial Day)

200 days

SCHOOL SECRETARY - 10 MONTHS *EMIS + Elem. Head*

- 179 days - 178 days school is in session - 1 day in-service**
- 12 days - before the opening of school (June 30, 2015)
- 11 days - end of school year (June 7, 2016)
- 8 days - paid holidays (Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Years Day, Martin Luther King Day, Presidents' Day, Memorial Day)

210 days

SCHOOL SECRETARY - 10 1/2 MONTHS *Head Sec. High School + Middle*

- 180 day - 178 days school is in session - 2 conference days
- 17 days - before the opening of school (July 23, 2015)
- 16 days - end of school year (June 14, 2016)
- 8 days - paid holidays (Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Years Day, Martin Luther King Day, Presidents' Day, Memorial Day)

221 days

HOLIDAYS: All holidays are subject to additions or deletions to comply with state statutes.
** In-service day to be set by Building Principal

NORTHEASTERN LOCALSCHOOL DISTRICT
FOOD SERVICE SALARY SCHEDULE

EXPERIENCE	BASE SCHEDULE INDEX%	2015-2016		
		CLASS I	CLASS II	CLASS III
0	100	\$11.43	\$12.58	\$13.72
1	103	11.78	12.96	14.13
2	106	12.12	13.33	14.54
3	109	12.46	13.71	14.95
4	112	12.81	14.09	15.37
5	115	13.15	14.47	15.78
6	118	13.49	14.84	16.19
7	121	13.83	15.22	16.60
8	124	14.18	15.59	17.01
9	127	14.52	15.97	17.42
10	130	14.86	16.35	17.84
11	136.50	15.61	17.17	18.73
12	141.50	16.18	17.80	19.41
20	146.50	16.75	18.43	20.10
25	151.50	17.32	19.05	20.78
			SUBSTITUTE	8.33
CLASS I		Food Service Assistant - Base Schedule		CONTRACT CLASS: FSI
CLASS II		Non-grandfathered Head Cook serving less than 600 students - 110% of Base Schedule		HDFS
CLASS III		Head Cook - currently grandfathered and/or serving more than 600 students - 120% of Base Schedule		GHDFS

ADDITIONAL BENEFITS

- A *full time #staff member receives, in addition to the above base, the following:
1. A single or family vision policy.
 2. A term life policy with accidental death and dismemberment.

BENEFIT OPTIONS

- A *full time #staff member may elect to receive in addition to the above, the following benefits:
1. Effective 7/1/05, 90% the cost of a single policy for all new employees. 85% the cost of a family core policy. High Option single and/or family policies will also be offered at an additional cost to the employee. All health insurance policies include prescription drug coverage.
 2. A single dental policy or 70% toward the cost of a family policy.

A part time #staff member working 5 hours or more per day (minimum of 25 hours per week) may participate in health, dental and vision coverage at 50% of the amount paid by the Board for full time employees for single or family coverage, through payroll deductions.

A part time #staff member working less than 5 hours per day (less than 25 hours per week) may participate in health, dental and vision coverage by paying 100% of total cost to the Board for single or family coverage, through payroll deductions.

*Full time equals 6 hours per day and/or 30 hours per week as per work calendar policy.

#Staff member is a contracted employee, employed as per adopted school calendar on a 26 pay schedule.

CALENDAR
(as per adopted school calendar)

178	days	- school is in session
2	days	- before the opening of school (August 13 & 14, 2015)
8	days	- paid holidays (Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Years Day, Martin Luther King Day, Presidents' Day, Memorial Day)
188	days	

- SCHEDULE:** The daily schedule shall be determined by the Head Cook of each lunchroom. It is understood the six hour day shall be flexible in terms of day to day needs of each lunchroom.
- LUNCH PERIOD:** The time for lunch is included in the regular day for *full time employees and will be scheduled in cooperation with the Head Cook of each building.
- HOLIDAYS:** All holidays are subject to additions or deletions to comply with state statutes.

NORTHEASTERN LOCAL BOARD OF EDUCATION
TRANSPORTATION SALARY SCHEDULE
2015-2016

EXPERIENCE	BASE SCHEDULE INDEX %	CLASS		CLASS III
		I	II	
0	100	\$14.78	\$16.26	\$19.95
1	103	15.22	16.75	20.55
2	106	15.67	17.24	21.15
3	109	16.11	17.72	21.75
4	112	16.56	18.21	22.35
5	115	16.99	18.70	22.94
6	118	17.44	19.19	23.54
7	121	17.88	19.68	24.14
8	124	18.33	20.16	24.74
9	127	18.77	20.64	25.34
10	130	19.22	21.13	25.94
11	136.50	20.18	22.20	27.23
12	141.50	20.91	23.01	28.23
20	146.50	21.66	23.82	29.23
25	151.50	22.39	24.63	30.22
SUBSTITUTE				13.57
Field Trip and/or S.A.A. (effective 07-01-2001)		\$11.00 per hour (4 hour minimum)		

CLASS I	Bus Driver - Base Schedule	CONTRACT CLASS:	BUSDR
CLASS II	Assistant Transportation Mechanic - 110% of Base Schedule		AMECH
CLASS III	Transportation Mechanic - 135% of Base Schedule		MECH

ADDITIONAL BENEFITS

A *full time #staff member receives in addition to the above base, the following:

1. A single or family vision policy.
2. A term life policy with accidental death and dismemberment.

BENEFIT OPTIONS

A *full time #staff member may elect to receive in addition to the above, the following benefits:

1. Effective, 7/1/05, 90% the cost of a single policy for all new employees. 85% the cost of a family core policy. High Option single and/or family policies will also be offered at an additional cost to the employee. All health insurance policies include prescription drug coverage.
2. A single dental policy or 70% toward the cost of a family policy.

A part time #staff member working 5 hours or more per day (minimum of 25 hours per week) may participate in health, dental and vision coverage at 50% of the amount paid by the Board for full time employees or single or family coverage, through payroll deductions.

A part time #staff member working less than 5 hours per day (less than 25 hours per week) may participate in health, dental and vision coverage by paying 100% of total cost to the Board for single or family coverage, through payroll deductions.

*Full time equals 4 hours per day and/or 20 hours per week as per work calendar policy.

#Staff member is a contracted employee as per adopted school calendar on a 26 pay schedule.

BUS DRIVER CALENDAR

(as per adopted school calendar)

- 179 days - 178 days school is in session - 1 in-service**
- 1 day - full or 2 half days - district workshop days (2 1/2 hours each)
- 8 days - paid holidays (Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Years Day, Martin Luther King Day, Presidents' Day, Memorial Day)
- 188 days

SCHEDULE: The daily schedule will be determined by the Director of Operations in relation to separate and special needs of the particular routes involved. Such schedules will be subject to revision when necessary. The basic contractual day for a bus driver shall be 4 hours. Assignment for less than 4 hours shall be considered part time employment and subject to the adopted salary schedule rate. Extended routing assignments beyond 4 hours per day shall be contracted as needed and paid on 15 minute increments. **In-service day to be determined by the Director of Operations.

MECHANIC/ASSISTANT MECHANIC CALENDAR

The regular work week will consist of 40 hours. The normal working day will consist of 8 hours with a thirty (30) minute, uninterrupted, duty free lunch included in the eight hour work day. Emergency overtime shall be approved by the Superintendent.

VACATION: The annual work year includes a paid vacation as follows:

- (a) employed from six (6) months to one (1) year shall have one (1) week of paid vacation
- (b) employed from one (1) year to eight (8) years shall have two (2) weeks of paid vacation
- (c) employed from nine (9) years to sixteen (16) years shall have three (3) weeks of paid vacation
- (d) employed from seventeen (17) years or more shall have four (4) weeks of paid vacation

Vacations are to be taken when school is not in session or by approval of the Superintendent.

HOLIDAYS: July 4 (Friday, July 3), Labor Day (Monday, September 7), Thanksgiving (Thursday & Friday, November 26 & 27), Christmas Eve & Christmas Day, (Thursday and Friday, December 24 & 25), New Year's Day (Friday, January 1), Martin Luther (Monday, January 18), President's Day (Monday, February 15), Good Friday (Friday, March 25) and Memorial Day (Monday, May 30). These holidays are subject to additions or deletions to comply with the state statutes.